

Sean M. McCrory

Shareholder

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Practice Areas

Arbitration
Immigration and Global Mobility
Occupational Safety and Health

Overview

Sean M. McCrory represents and counsels employers in all matters of labor and employment law. He focuses his practice on matters involving employer interactions with administrative agencies such as OSHA, ICE and the DOL, and conducting workplace investigations. He has experience litigating OSHA violations, discrimination claims, wage and hour disputes and noncompetes. He regularly advises employers on Federal I-9 compliance issues, E-Verify and immigration-related employment discrimination issues.

Prior to joining Littler, Sean worked as an assistant chief counsel for ICE. His experience with ICE provides him with a unique insight when dealing with government agencies on compliance issues - especially in representing employers in immigration compliance matters. His background also gives him a distinct skill set for investigations. While attending law school, he was a senior articles editor for the *SMU Science & Technology Law Review*.

Professional and Community Affiliations

- National Alumni Board Member, University of Dallas
- Volunteer Attorney, Dallas Human Rights Initiative
- Member, Dallas Rugby Football Club

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Recipient, Louis J. Lekai O. Cist Award, *University of Dallas*

Education

J.D., Southern Methodist University, Dedman School of Law, 2011

B.A., University of Dallas, 2008, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

Texas

Languages

Spanish

Italian

Courts

U.S. Supreme Court

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 9th Circuit

Publications & Press

The Global Guide Quarterly (Quarter 1, 2025)

Littler Global Guide Quarterly

April 23, 2025

Immigration considerations for hospitality employers

Wolters Kluwer

March 5, 2025

Immigration Considerations for Hospitality Employers

Littler ASAP

February 27, 2025

Fear over ICE enforcement, deportations is creating a workforce nightmare for employers

HR Brew

February 14, 2025

The First 100 Days: Increased Immigration Compliance and Enforcement

Littler Podcast

January 28, 2025

Employer Considerations For New I-9 Virtual Verification

Law360

August 18, 2023

Federal Court Decision Protects Independent Contractor Status

Littler ASAP

March 15, 2022

NLRB May Get Creative With Unauthorized Worker Remedies

Law360 Employment Authority

September 16, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Press Release

January 4, 2021

What Will the Biden Administration Mean for U.S. Immigration Policy?

Littler Podcast

November 18, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Scared to Check the Mail? Employers Face the Return of No-Match Letters

Littler ASAP

October 31, 2019

WPI Labor Day Report 2019

Littler Report

September 3, 2019

Immigration Enforcement and I-9 Audits Skyrocket, Affecting the Construction Industry

Littler Podcast

April 16, 2019

Littler's WPI Labor Day Report 2018

Littler Report

August 30, 2018

District Court Preliminarily Enjoins Some Components of California Sanctuary Laws Impacting Employers

Littler ASAP

July 13, 2018

Immigration Issues a Major Concern for Employers in the Upcoming Year

HR Daily Advisor

June 19, 2018

Supreme Court Upholds Lawfulness of Class and Collective Action Waivers in Arbitration Agreements

Littler ASAP

May 21, 2018

ICE Worksite Enforcement Increases as Promised During Fiscal Year 2018

Littler ASAP

May 21, 2018

DOJ Challenges California Law Placing Restrictions on Employers' Ability to Allow ICE into the Workplace

Littler ASAP

March 12, 2018

An Increase in Work Site Enforcement and Raids

Bloomberg Law

February 1, 2018

Employers Should Prepare Now for Increased ICE Enforcement

Littler ASAP

November 8, 2017

Immigration Compliance: Anticipated Changes Call for Employer Diligence

Littler Podcast

September 27, 2017

Federal Court Invalidates New Overtime Rule

Littler ASAP

September 5, 2017

Mandatory Use of New Form I-9 to Begin Soon

Littler ASAP

August 25, 2017

Putative Class and Collective Action Under Enjoined U.S. DOL Overtime Rule Appears to Face Strong Argument for Dismissal

Littler ASAP

June 13, 2017

DOJ Appeals Injunction of President's New Executive Order Banning Nationals from Certain Countries

Littler ASAP

March 20, 2017

What Does the President's Executive Order Blocking Foreign Nationals From Seven Countries Mean for Employment-Based Visas?

Littler ASAP

January 29, 2017

Employers Must Use the New Form I-9 Starting January 22, 2017

Littler ASAP

January 17, 2017

Supreme Court Will Review Three Cases Involving the Lawfulness of Class and Collective Action Waivers

Littler ASAP

January 13, 2017

Federal Court Blocks New Overtime Rule

Littler ASAP

November 23, 2016

Plan to Grant Work Authorization to Millions Remains on Hold After Supreme Court Denies Request for Rehearing

Littler ASAP

October 4, 2016

Ninth Circuit Finds Arbitration Agreement That Required Employees to Bring Claims in "Separate Proceedings" Illegal Under the NLRA

Littler ASAP

August 23, 2016

Fifth Circuit Overturns \$226,000 Fine Imposed on a Staffing Company for Completing Section 2 of Form I-9 Remotely

Littler ASAP

August 12, 2016

Seventh Circuit Finds Class Action Waivers in Arbitration Agreements are Illegal and Unenforceable Under the NLRA

Littler ASAP

May 27, 2016

Who Decides? Do Courts or Arbitrators Determine if an Arbitration Agreement Allows Class Proceedings?

9th Annual Labor and Employment Law Conference, American Bar Association, Philadelphia, PA

November 7, 2015

Office of the Chief Administrative Hearing Officer Rejects DACA Recipient's Document Discrimination Claim

Littler ASAP

July 21, 2015

NLRB Finds Conditional Reinstatement is Appropriate for Undocumented Workers

Littler ASAP

April 3, 2015

Administration's Plan to Grant Work Authorization to Millions of Individuals on Hold

Littler ASAP

March 6, 2015

Employer Violated Wisconsin FMLA When it Terminated Unauthorized Worker who Took Medical Leave

Littler ASAP

January 21, 2015

The Principal Differences Between Labor and Employment Arbitration

The Advocate: Texas State Bar Litigation Section Report, Vol. 69

January 2015

Will the Administration's Deferred Action Directives Bring a New Wave of Class Actions?

Littler ASAP

December 12, 2014

Events & Speaking Engagements

2020 Year in Review and What to Expect in 2021

January 21, 2021

Immigration Considerations for Returning to Work

May 28, 2020

Nashville Regional Roundtable

Cornell Center for Innovative Hospitality Labor and Employment Relations

October 4, 2019

How to Manage an ICE Site Visit

October 2, 2019

It's a (Mis)match! Social Security Administration Reinstates No Match Policy

June 25, 2019

2018 Employment and Labor Law Update

Dallas Bar Association

October 2, 2018

The Government is Knocking on Your Door...Now What?

Dallas Employer Conference

July 19, 2018

Immigration

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Immigration Compliance Updates Under the Trump Administration

Houston, TX

March 29, 2018

Immigration Compliance Updates Under the Trump Administration

Dallas, TX

March 28, 2018

What Every Employment Attorney Needs to Know About Immigration Compliance

Texas Bar CLE, Dallas, TX

January 18, 2018

Lunch on ICE: Everything You Need to Know about Immigration Compliance and Worksite Enforcement

Dallas Bar Association

July 30, 2015

Navigating the Waters of Immigration Compliance: What employers can do to avoid fines and stay compliant in a changing field

December 10, 2014

It's Not Just ICE Anymore: The Expanding World of Immigration Compliance

Institute for Applied Management & Law, Inc. (IAML)

November 19, 2014